

Subject	Type	Deliverable	Required Action by Settlement Agreement	Settlement Agreement Paragraphs	Working With	Repeat	Description	Deadline for Delivery	Actual Delivery	Deadline for Compliance	Monitor Approved	Implementation Deadline & Establish Compliance Metrics (Monitor Approval + 30 Days)	Implemented	Review Date Implemented + 180 days	Annual Review
Bias-Free Policing	Policy	Draft policy	Revise as necessary	146	In conjunction with CPC		Bias-Free Policing Draft Policy	1/31/2013	1/31/2013	12/31/2013					
CIT	Training	CIT 40 Hour Training	Provide training	133	Consult with the CIC		CJTC Training began on 1/31/13	1/31/2013	1/31/2013	1/31/2014	Training in Progress				
Stops and Detentions	Policy	Draft policy	Revise as necessary	139-141	CPC may make recommendations to the City on any changes to SPD policies, practices, or training		Stops and Detentions Draft Policy	1/31/2013	1/31/2013	12/31/2013					
OPA	Policy	Review anti-retaliation policy	Revise as necessary	166	In consultation with OPA Auditor	Annually	Clarify that prohibited retaliation includes discouragement, intimidation, coercion, or adverse action against any person who reports misconduct, makes a misconduct complaint, or conducts or cooperates with an investigation of misconduct	2/13/2013	2/13/2013	6/31/2014					
CIT	Analyze	CIT Operations	Assess current CIT Coverage and need	130			CIT Coverage Evaluation	3/15/2013		1/31/2014					
OPA	Policy	Update Training and Operations Manual	Complete Update	167			Updated OPA Manual	3/15/2013		6/31/2014					
OPA	Practice	Identification of OPA Liaison Officers	Identified	168			Liaison officers at each precinct to facilitate OPA matters to ensure quality and timeliness.	3/15/2013		6/31/2014					
OPA	Policy	Clarify when and how officers must report misconduct	Revise as necessary	165			Clarify when and how officers must report misconduct	3/31/2013		6/31/2014					
Use of Force	Policy	Establish process for review of Garrity policy	Review policy	126			Establish a process to determine what, if any, new policies or procedure regarding Garrity are necessary	3/31/2013							
Use of Force	Policy	Weapon Specific Policies	Revise	74-83			Weapon Specific Draft Policies	3/31/2013		8/31/2013					
Use of Force	Policy	UOF, Reporting and Investigations Draft policy	Revise as necessary	70, 71, 72, 75, 88, 91-125, 127			Use of Force Draft Policy	3/31/2013		8/31/2013					
CIT	Training	Crisis Intervention Awareness and De-escalation 18 hour	Provide training	130 & 134	Consult with the CIC		CIAD Training Curriculum	6/1/2013		1/31/2014					
OPA	Analyze	Develop metrics to assess internal reporting of misconduct	Explore ways to develop	165			Explore ways to develop metrics to assess internal reporting of misconduct	6/30/2013		6/31/2014					
Use of Force	Policy	UFC - Use of Force Committee	Revise as necessary	70-71, 119-125			Use of Force Committee Draft Policy	6/30/2013		11/31/2013					
CIT	Training	Dispatcher Training	Evaluate and ensure appropriately trained	135	Consult with the CIC		CIT Dispatcher Curriculum	9/1/2013		1/31/2014					
EIS	Policy	Draft Policy	Revise	158-163			EIS Draft Policy	9/30/2013		3/1/2014					
Supervision	Training	Acting Sergeant Training	Provide adequate training	155			Draft Policy/Training Curriculum	9/30/2013		6/31/2014					

CIT	Analyze	Data tracking and analysis	Expand tracking of data on individuals in crisis and review outcomes	136-137		Annual Report	Report on tracking and data analysis	12/31/2013		3/31/2014					
Supervision	Practice	Number of sergeants	Deploy adequate number of supervisor to assure provisions of SA are met	153			Provide a needs assessment and a sergeant staffing model	12/31/2013		6/31/2014					
Use of Force	Analyze	Audit	Maintain data on OC and CED	81, 87			Audit data available for Monitor to review	12/31/2013		6/31/2014					
Use of Force	Practice	Weapon Specific Certifications	Receive certifications	76, 79, 80		Annually	Regular reports provided to Monitor	12/31/2013		6/31/2014					
Use of Force	Analyze	Annual Use of Force Report	Analyze use of force data and track certain types of weapon use	78, 83, 87, 90, 99		Annually	First Annual Use of Force Report	3/31/2014		9/31/2014					
Bias-Free Policing	Practice	Leadership Messaging	Continue to reinforce	150			Reinforce that bias policing unacceptable and will subject to discipline	Ongoing							
CIT	Practice	CIT Coverage	Maintain practice	130-132			Maintain current CIT Coverage	Ongoing							
CIT	Practice	CIT Dispatching	Maintain practice	130-132			Maintain current CIT Dispatching Practices	Ongoing							
CIT	Practice	CIT Lead	Maintain practice	130-132			Maintain current practice with CIT taking lead in dealing with person in crisis	Ongoing							
Stops and Detentions	Practice	Supervisors obtain and review incident reports to review stops and detentions	Obtain and review reports	144			Supervisor review of reports	Ongoing							
Bias-Free Policing	Policy	Draft policy	Should consider whether to revise	151	In consultation with CPC		SPD Manual 5.140 to identify supervisory responsibility in responding to allegations of discriminatory policing.	Pending review with CPC							
EIS	Analyze	Monitor, review and adjust EIS	Monitor Review and Adjust	157-158			Monitor EIS and adjust thresholds if necessary to meet objectivesIf EIS thresholds are adjusted - submit to Monitor for approval	TBD if thresholds adjusted							
Bias-Free Policing	Training	Training for patrol officers	Develop training curriculum	147-148	In conjunction with CPC		Bias-Free Policing training curriculum	Within 120 Days of approval of policy							
Bias-Free Policing	Training	Training for supervisors	Develop training curriculum	147, 149	In conjunction with CPC		Bias-Free Policing training curriculum	Within 120 Days of approval of policy							
EIS	Analyze	Develop EIS System with Required metrics	Collect and maintain	78, 83, 87, 90, 160-161			Develop new EIS system with required reporting metrics	Within 120 Days of approval of policy							
EIS	Practice	Supervision	Periodically review	162			Periodically review EIS activity of officers in chain of command	Within 120 Days of approval of policy							
Stops and Detentions	Training	Training on social contacts, Terry stops and detentions	Provide training	142	CPC may make recommendations to the City on any changes to SPD policies, practices, or training	Annually - In-service	Stops and Detentions Training Curriculum	Within 120 Days of approval of policy							

Stops and Detentions	Training	Training on social contacts, non-custodial interviews and investigatory stops and detentions	Provide training	143	CPC may make recommendations to the City on any changes to SPD policies, practices, or training	Regular roll call training	Stops and Detentions Training Curriculum	Within 120 Days of approval of policy								
Use of Force	Policy	FIT Manual	Create Procedural Manual	115			Draft of FIT Procedural Manual	Within 120 Days of approval of policy								
Use of Force	Training	Weapon Specific training - CED, OC, Impact Weapons	Conduct training	79, 85, 88			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Training	FIT Training	Create training	115			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Training	UOF Review Committee Training	Implement training	121			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Training	Training	Revise as necessary	70, 71			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Training	Use of Force Training - Patrol Officers	Trained on listed topics and consistent with UoF principles	70-71, 127, 128			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Training	Use of Force Training - Supervisors	Trained on listed topics and consistent with UoF principles	70-71, 127, 129			Draft training curriculum	Within 120 Days of approval of policy								
Use of Force	Practice	FIT - Force Investigation Team	Create and implement	89, 112-118			FIT established and operational	Within 30 Days of approval of policy								
Use of Force	Practice	UFC - Use of Force Committee	Create and implement	119-125			UFC established and operational	Within 30 Days of approval of policy								
Use of Force	Practice	UOF Reporting, Supervision, Investigation and Review	Create and implement	72, 82, 89, 91-111, 117-118, 125			Implement 3 Tier structure for UOF reporting, investigation and review	Within 30 Days of approval of policy								
EIS	Practice	Interventions	Revise procedure	163			Provide timely interventions and track them in EIS	Within 30 Days of approval of policy								

Notes

Although the policy was delivered as scheduled on 1/31/13, the City must first consult with the CPC before submitting the draft policy for the Monitor's approval. The CPC is not yet active.

Train up to 50 officers by 12/31/13

Although the policy was delivered as scheduled on 1/31/13, the Parties and Monitor agreed not to begin the 45-day period for Monitor review until the Monitoring Plan is approved (scheduled for 2/27/13)

City Attorney provided DOJ with a proposal for the structure of the meeting and participants on 11/15/12. City provided its position on Garrity in writing on 1/11/13. City is awaiting response from DOJ.

Curriculum provided 6/1/13  
Training begins by 10/1/13  
All officers trained by 12/31/14

Monitor approves EIS Threshold levels and indicators

Plan to hire an analyst for CIT by 6/30/13
Awaiting activation of CPC
Monitor approves EIS Threshold levels and indicators

